

On behalf of the PCSW and with particular pride, I present this 1999 Annual Report to the Governor and the General assembly for review and consideration.

This report acknowledges the accomplishments and the progress PCSW has made to improve the status of women in Connecticut in the past year. It was an extraordinary year of activity!

Preparing for the 21st century, the Commissioners and staff began the year engaged in a long term strategic planning process. As a team, we actively participated in retreats, working sessions, surveys, and discussions to set forth our goals and objectives. We remain a vital organization that is secure, effective and ready to meet the challenges ahead on behalf of women.

We continued to sponsor Making Women Visible Day and showed our support by wearing red. This year's "Take our Daughters to Work", featured Suzanne McCausland, daughter of the late Governor Ella T. Grasso, delivering the keynote address. Pay Equity Day and the first Annual CT Women Entrepreneurs' Day were other noted activities.

These special projects and activities are done in partnership with the members and staff of our sister organizations in the CT Women's Agenda, the CT Women's Health Campaign and the Congressional District Advisory Councils. Our work with women's organizations and community groups is extensive and most rewarding. Our collective efforts to develop strategies to support women's issues and their advancement has been mutually beneficial. We are also proud to collaborate on activities and issues with the Commission on Children, the Latino and Puerto Rican Affairs Commission and the African American Affairs Commission. We highly regard the support and assistance they provide PCSW.

At the national level, we are distinguished by the leadership of our Commissioner Patricia T. Hendel who serves as President of the National Association of Commissions for Women (NACW). Past Chair, Patricia Russo, and I both have enjoyed serving as delegates at NACW's National Convention witnessing the positive positioning of women in the country as we adopted resolutions that furthered our cause. This year the national convention of the NACW was hosted by all six New England states, including Connecticut, and held in Boston.

Internationally, it was our pleasure to host the Group Study Exchange Teams of Rotary International from Germany and Turkey. It was interesting and informative to share information about the roles of women in our respective countries.

A highlight for the Commission this year was the launching of "Girls Involved in Government" in collaboration with the Girl Scouts. It is a unique leadership development program designed to expose girls and young adults to first-hand experiences in state government to encourage their involvement in the political process. PCSW is pleased to partner with the CT Councils of Girl Scouts to sponsor a March 2000

Report of the Chair

Conference at the state Capitol as a kickoff activity.

I profoundly offer my thanks to the Commissioners, staff and volunteers for their tireless work in improving conditions for women. You have been a source of strength and inspiration to PCSW and to me as you remain steadfast and faithful to our care and concerns for women and their families.

May you continue your relationship and participation with PCSW. Above all... Thanks for a grand finale in 1999 as we ready for a positive and powerful 2000.

In grateful appreciation,



Barbara W. DeBaptiste
Chairperson



Commissioners

Officers

Barbara DeBaptiste, Chair
Cindy R. Slane, Vice Chair
Ann M. Clark, Secretary
Jann-Marie Halvorsen, Treasurer

Members Appointed by the Governor

Marcia A. Cavanaugh
Karen L. Giblin
Sarah E. McGirr
George Schatzki (resigned May 1999)
Cindy R. Slane

Members Appointed by the President Pro Tempore of the Senate

Barbara DeBaptiste
Jann-Marie Halvorsen
Tanya Meck
Rosaida Morales-Rosario

Members Appointed by the Speaker of the House

Ann M. Clark
Anne R. Fornabi
Patricia T. Hendel
Carmen I. Sierra

Legislative Members

Senator Donald E. Williams, Jr.
Senator Thomas F. Upson
Representative Michael P. Lawlor
Representative Robert Farr



Commissioner Sarah E. McGirr



Commissioner
Marcia A.
Cavanaugh



Commissioner
Anne R. Fornabi



Commissioner Patricia T. Hendel

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provided by the entire PCSW staff.*

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A milestone such as the turn of the century prompts us all to reflect on where we have been and what the future may bring to us.

In the year 1900, women in this country were not allowed to vote, did not hold public office, were barred from most professions except those few that were identified as “women’s work,” and were creating their own colleges and universities because they were not admitted to those reserved for men. There were no laws prohibiting discrimination, and domestic violence was tolerated as part of private family life.



But one hundred years ago, women were fighting and advocating for their rights as hard as we are today. At the turn of the last century, women leaders had organized large national associations to fight for suffrage, against alcoholism, against lynching, and for better working conditions in factories and mills.

At the Permanent Commission on the Status of Women, we are proud to be part of this heritage of advocacy on behalf of better lives for women and their families, and for a society free from discrimination. This Annual Report details our activities for the year 1999 during which we worked for better health care, equity in the workplace, greater opportunities for women business owners and women entering the trades and other nontradi-

tional occupations, as well as policies to reduce poverty and protect our civil rights.

We believe that our mission can best be accomplished by drawing together experts and advocates from across the state, and by offering opportunities for women’s voices to be heard. Therefore, we devote much of our resources to building coalitions, and to serving as the “gateway” between state policymakers and the public. In the pages that follow, we summarize the activities of our six Congressional District Advisory Councils, the Connecticut Women’s Agenda, the Connecticut Women’s Health Campaign, the Women’s Economic Development Initiative, the Nontraditional Occupations Steering Committee, and the newly formed Working Group on Prison Issues. We also report on the progress of our Talent Bank, and the two successful programs we offered to provide information about how to get appointed to state boards and commissions. We offer a summary of key legislative actions from 1999 that affect the status of women, including the passage of the “Contraceptive Equity” bill requiring insurers to cover prescription contraceptives when offering prescription coverage.

In 1999, we held our 10th Annual Women in the Trades and Nontradi-

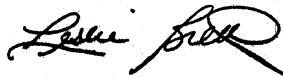
Message from the Executive Director

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Permanent Commission on the Status of Women
1999 Annual Report

tional Occupations Conference, provided assistance to 1,054 callers seeking information about state services or legal protections, distributed 86,808 informational booklets, and provided training for 1,630 state employees about preventing and responding to sexual harassment on the job.

This year, as we have every year, we took important steps forward. As we contemplate the new century, none of us can predict whether the next changes improving the lives of women and their families will come quickly, or will require long struggles. As Marie Wilson, President of the Ms. Foundation has said, our job is to "hurry history." We will leave this century to our daughters and granddaughters and to our sons and grandsons. Thank you to all our colleagues, friends and leaders for working together with us to leave them a century of equality and opportunity.



Leslie J. Brett
Executive Director

Staff

Executive Director, Leslie J. Brett, Ph.D.
Special Projects Director, Susan H. Hoover
Public Information Officer, Barbara Potopowitz
Secretary to the Executive Director, Magdaliz Baez
Administrative Assistant, Lillie Wright
Legislative Secretary, Rosemary Lopez
Legislative Secretary, Colleen Auletta

Special Projects Staff
Nontraditional Employment for Women Program Manager -
Jacquelyn Slamon
Conference Planner - Mary Ann Turner
Program Assistant - Sara Levy
Program Assistant - Jazzlyn Mills

Interns/Volunteers
Sara Cyr - UCONN School of Social Work
Kari M. Frandsen - UCONN
Lisa E. Kallio - UCONN
Maureen Leary - UCONN School of Social Work
Jazzlyn Mills - Hartford College for Women
Christine A. Mohr - UCONN
Jamie Lee Principe - UCONN
Barbara Ann Sheehy - UCONN Law School



(l-r) Leslie J. Brett and Barbara
Potopowitz



(l-r) Lillie Wright and Susan H. Hoover



Jazzlyn Mills



Jackie Slamon

COMMISSIONERS AT MAKING WOMEN VISIBLE DAY



(l-r) Jann-Marie Halvorsen and Carmen Sierra

(l-r) Ann Clark and Cindy Slane



PCSW Executive Director Leslie Brett (l) introduces Secretary of the State Susan Bysiewicz at the Making Women Visible Press Conference

Attorney General Richard Blumenthal participated as a speaker at the fifth annual Making Women Visible Press Conference



Connecticut Women's Agenda

The Permanent Commission on the Status of Women continued to host meetings of the Connecticut Women's Agenda, an open forum for organizations and individuals working on women's issues. The purpose of the Connecticut Women's Agenda is to assist organizations obtain information and share ideas with one another about legislation and other state policy initiatives that affect the status of women and their families in Connecticut. Topics in 1999 included welfare, health care, violence against women, civil rights, economic development, and tax relief for low income families.

On January 20, 1999, the Connecticut Women's Agenda held its fifth annual Making Women Visible Press Conference to announce the legislative priorities of over 20 organizations, and to release the 1999 Edition of "Facts About the Status of Women in Connecticut." Speakers included: Barbara DeBaptiste, Chair of the PCSW; Anne Stanback, Executive Director of the Connecticut Women's Education and Legal Fund; Joyce Poole, President of the

African American Women's Agenda; Shelley Geballe, Executive Director of Connecticut Voices for Children; Jeannette Phillips, President of the American Association of University Women/CT Chapter, and Judy Tabar, Executive Director of Planned Parenthood. At the end of the legislative session, the PCSW invited participants of the Connecticut Women's Agenda together with legislators, colleagues from our Congressional District Advisory Committees and members of other coalitions, to the third annual Making Women Visible Dinner on June 16th. On that evening, we distributed the "PCSW Summary of Legislation Affecting the Status of Women," and reviewed the successes and "near successes" of the session. (The summary of 1999 legislation is included in this Annual Report, pp. 8 through 16.)

As we began the fall season in 1999, we reorganized the meetings of the Connecticut Women's Agenda to provide more skills and information to volunteer organizations that wish to keep their members informed about the activities of the Connecticut General Assembly. For example, in December our meeting agenda focused on legislative committees, hearings, deadlines, and computerized bill tracking.

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Connecticut Women's Health Campaign

The Connecticut Women's Health Campaign is a statewide coalition of organizations representing consumers, providers and policy experts with particular interests in women's health and access to health care. The Campaign convened and Co-Chaired by the Permanent Commission on the Status of Women.

In 1999, we continued to focus on legislative proposals to improve the health of women and their families. Our priorities during the year included the contraceptive equity bill, expansion of Medicaid coverage for adults up to 185% of poverty, women and cardiovascular disease, efforts to prevent or reduce smoking among women, and violence against women with disabilities.

One of the successes of the year came with the passage of Public Act 99-79, An Act Requiring Health Insurers To Cover Prescription Birth Control. This new law will be particularly important to women who have health insurance with prescription coverage but who have not had coverage for various forms of contraception. The law requires that whenever a health insurer covers prescriptions, it must also cover all FDA approved prescription contraceptive methods. The bill has provisions that allow exemptions for religious employers or individuals for whom this is in conflict with their beliefs.

On March 16, 1999, we held our third annual Women's Health Day at the Capitol. This year, the information tables in the concourse of the Legislative Office Building displayed a variety of materials about women's health by member organizations of the Connecticut Women's Health Campaign. We also distributed a "Women's Health Quiz" with fact sheets to help educate the public about various women's health issues.

During 1999, we began to concentrate on expanding our membership to include women who are not equally represented in discussions about health care. To this end, the Campaign formed new committees to learn more about issues facing various groups of women, e.g., women of color, older women, behavioral health problems, women with disabilities, and adolescent girls.



(l-r) Magdalize Baez of the PCSW and Condencia Brade of CONNSACS take a break during the CT Women's Health Campaign Health Fair

Women's Economic Development Initiative

In April, the Women's Economic Development Initiative sponsored the first Connecticut Women Entrepreneurs' Day at the State Capitol. The purpose of the day was to connect women business owners with the state, and the state with women business owners.



Lieutenant Governor M. Jodi Rell (l) and Speaker of the House Moira K. Lyons delivered opening remarks at the 1st Annual CT Women Entrepreneurs' Day

PCSW Commissioner and small business owner Rosaida Morales-Rosario directed the opening ceremonies and educational vignettes. Connecticut Governor John G. Rowland issued a proclamation designating that day for women entrepreneurs. Lt. Governor M. Jodi Rell, Speaker of the House of Representatives Moira K. Lyons, State Comptroller Nancy Wyman and Secretary of the State Susan Bysiewicz participated in the morning's activities. The day's event was taped on Connecticut Public Access Television (CTN) and was then broadcast on statewide public access. Nearly 200 women attended the event to network and gather information on financing, training programs and state procurement opportunities. Attendees had the opportunity to attend a technical fair in the afternoon where they were able to interact with representatives of state purchasing offices.

In addition to Entrepreneurs' Day activities, PCSW Public Information Officer and the WEDI Project Coordinator Barbara Potopowicz sat on committees at the CT Department of Public Works and the CT Department of Transportation that helped to establish the internal procedures for those state agencies regarding their set-aside and disadvantaged business enterprise procurement programs.

In 1999, a webpage for women business owners was added to the PCSW website. Here, women business owners can get information and be directly linked to women business owner networking groups, business resource websites and e-mails. There are also links for women business owners to access information regarding procurement opportunities on both the state and town levels. There is a "chat" site so women business owners may talk with each other.

In December 1999, WEDI was awarded the *Visions 2000 Models of Excellence Award* by the U.S. Small Business Administration in the category of Women's Business Development. Barbara Potopowicz, was presented with the award during the Vision 2000: States and Small Business Conference in Washington, D.C.

The National Foundation of Women Business Owners reports that there were 116,000 women business owners in the state of Connecticut in 1999. The fastest growing segment was in the construction business and the majority are micro-enterprises. The PCSW will continue to work to support the growing number of women owned businesses in our state.



Colleen Auletta of the PCSW staffed the Technical Fair at CT Women Entrepreneurs' Day

Legislative Report

The Commission continued its work to provide information, research and analysis to elected officials and the public regarding issues affecting women. Following is a summary of key 1999 legislation affecting the status of women.

WELFARE, EDUCATION AND JOB TRAINING

Public Act 99-195, An Act Concerning Education, Employment and Job Training Programs (H.B. 6723)

Result: Passed – This bill took effect upon passage

This bill, passed unanimously in both houses, has many sections intended to allow the state to implement the Workforce Investment Act (WIA), which is the new federal law governing job training for youth and adult dislocated workers, replacing the Job Training Partnership Act (JTPA). The sections included definitions of the populations to be served; description of the duties and composition of the statewide Connecticut Employment and Training Commission (CETC) and the Regional Workforce Development Boards; a requirement that the CETC prepare a single 5-year Workforce Development Plan for the state, for review by the General Assembly and the Governor, followed by submission to the U.S. Department of Labor by March 15, 2000; detailed description of what must be contained in the Plan and mandates to implement new activities required by the WIA, such as the certification of eligible providers of job training, the creation of an individual voucher system for trainees, and definitions of “core,” “intensive,” and “training” services; mandates for record keeping, evaluation and public information about the performance of training providers. Of particular importance to low-income women workers, this new law includes a definition of “displaced homemaker,” as defined by federal law; new definitions of “under-employed worker” as a person who lacks the skills and preparation to earn a wage equal to the “self-sufficiency standard” calculated by the Office of Policy and Management pursuant to section 4-66e of the General Statutes, and a new definition of “at-risk worker.” The bill requires the CETC to make annual recommendations regarding training services to specifically assist under-employed and at-risk workers, as well as special incentives for programs that train women for nontraditional occupations or that assist minority workers to enter occupations in which they are under-represented; and programs to assist workers with barriers to employment such as lack of a high school education, reading or numeracy skills, or workers for whom English is a second language.

H.B. 7042, An Act Promoting Administrative Efficiency in Assistance Programs Funded or Administered by the Department of Social Services and Concerning the Temporary Family Assistance Program
Result: Failed

This proposed bill addressed several problems in the administration of Temporary Family Assistance. First, it would have required the Department of Social Services to allow people to submit simultaneous applications for various programs for which they are eligible, and to better inform people about assistance programs. It would also have required DSS to provide expedited fair hearings for “urgent unmet needs” resulting from the denial of emergency housing or food stamps, and would have defined “good cause” as including such things as inability to secure adequate child care. The bill also would have created a new set of rules through which recipients could “work off” sanctions – that is, regain eligibility for assistance by establishing a reasonable work history. The bill was approved by the Human Services Committee but was not approved by the Appropriations Committee.

ECONOMIC EQUITY/ECONOMIC SECURITY

Public Act 99-158, An Act Concerning Bank Powers, Uninsured Banks, the Enforcement Authority of the Commissioner of Banking and the Limitation of Interest rates for Certain Commercial Loans (H.B. 6817)

Result: Passed – This bill took effect October 1, 1999.

This bill amends the banking laws to require unlicensed finance companies to adhere to the same regulations that govern Connecticut banks. It also caps the interest rate charged on loans at deposit index plus 17%. This bill was in response to the out-of-state finance companies operating in Connecticut without proper regulations. They were able to charge 40% and 50% interest rates on loans to small community businesses.

Public Act 99-208, An Act Establishing a micro-loan Guarantee Program for Women-Owned Businesses and Minority Owned Businesses (sH.B. 6816)

Result: Passed – This bill took effect October 1, 1999 and the loan fund of \$13 million will be available in FY 2000.

This bill established a guaranteed loan fund of \$13 million under the Department of Community and Economic Development to be implemented under the Community Economic Development Fund (CEDF). This loan fund is specifically for businesses owned by women (any business of which 51% is owned and directed by a woman) and minorities. It is targeted to microenterprise businesses for start-up costs or the day-to-day operation of that business. Loans up to \$50,000 would be available as well as technical assistance provided by the CEDF. (Please note that this loan fund is not available in every town.)

Public Act 99-75, An Act Concerning State Building Projects (H.B. 6715)

Result: Passed – This bill took effect October 1, 1999.

This bill makes numerous changes to the authority and responsibility of the Department of Public Works. It increases from \$250,000 to \$500,000 the value of contracts for which DPW has supervisory authority and also raises the advertising threshold for bidding the same. It requires all agencies approved to manage contracts below the threshold to conform to all DPW guidelines and procedures for those projects (currently DPW sets aside all business under the threshold for women and minority owned businesses and uses the DAS certification program to identify such businesses). This bill increases the minimum value of contracts for which construction contract bidders must submit a bid bond or certified check for 10% of the contract value from \$10,000 to \$50,000. It also provides DPW with more flexibility for remedy in emergency situations. The PCSW monitored this bill and will continue to work with the Department of Public Works to ensure that women and minority owned businesses have opportunities to secure DPW contracts.

Public Act 99-161, A Act Concerning Revision of state Purchasing Statutes and Procedures (sH.B. 5332)

Result: Passed – This bill took effect July 1, 1999.

This bill alters the previous competitive bidding process by increasing the dollar thresholds for various bidding, advertising and the review process for the Department of Administrative Services and Legislative Management. It increases the advertising threshold of bids from \$10,000 to \$50,000 and adds the Internet to the types of advertising DAS must make when making a purchase (this internet requirement does not apply to Legislative Management). This bill increases from \$1,000 to \$10,000 the threshold under which each agency can waive competitive bidding from agencies purchasing. DAS will automatically notify all small businesses in their small business set-aside program when bids are available in their commodity code. This notification is done by internet directly to the business' computer. (Businesses that are not part of this program can also sign up for this internet process by contacting DAS; however, if they are not certified to be a set-aside, they would not be able to bid on jobs "set-aside" for this Program.) Legislative Management does not have this internet computer system available.

This bill also raises from \$1,000 to \$10,000 the threshold each agency can waive competitive bidding for agencies' direct purchasing authority for minor nonrecurring and emergency purchases. This bill also introduces competitive negotiation, in addition to competitive bidding, for all purchases and contracts for goods and services. The PCSW monitored this bill will continue to work with these agencies to ensure that women and minority owned businesses have opportunities to compete for contracts.

Public Act 99-233, An Act Transferring the Set-Aside Program from the Department of Economic and Community Development to the Department of Administrative Services (sS.B. 1232)

Result: Passed – This bill went into effect upon passage.

The existing small business set-aside legislation requires state agencies to set-aside 6 ¼% of their purchasing dollars (after approved exemptions) for small businesses that are women and minority owned that are certified to do business in this program. This bill permanently transfers parts of the Small Business Set-Aside Program from the Department of Community and Economic Development (DECD) to the Department of Administrative Services (DAS). It gives administrative responsibility for the program to DAS.

Additionally, this bill requires DAS to create, on or before January 1, 2000, a pre-certification list of small contractors and minority-owned businesses that are in business, or their business resides in the state of Connecticut, for less than one year. (Currently, to be eligible for certification in the set-aside program, a business must meet that one-year benchmark.) If an awarding agency cannot find a business already on the certification list to perform the work required under the contract, that agency may choose a business from the pre-certification list.

S.B. 788, Aa Act Establishing an Earned Income Tax Credit Against the Personal Income Tax
Result: Failed

This refundable earned state income tax credit was a proposal to “piggyback” a state program on the federal earned income tax credit. Under this proposal, families who are eligible for the federal tax credit could also claim a state tax credit equal to 10% of their federal credit. This would provide tax relief for low-wage working families – for example, the maximum credit of \$326 would be available to a family with two or more children with income between \$9,390 and \$12,260. The estimated cost of this proposal in the first year was approximately \$19 million. Although the proposal was approved by the Finance Committee, it was not included in the tax package eventually approved by the General Assembly.

Public Act 99-154, An Act Increasing Unemployment Compensation Dependency Allowances (S.B. 1148)

Result: Passed – This bill took effect October 1, 1999.

This bill increases the “dependency allowance” from \$10 to \$15 per dependent per week for recipients of unemployment compensation. It also eliminated the “cap” which limited this extra benefit to ½ the weekly benefit rate. However, the “cap” of 5 dependents will increase from \$50 per week to \$75 per week, regardless of the size of the base weekly benefit.

Public Act 99-142, An Act Setting Standard Wage Rates for Certain Service Workers (sS.B. 1056)

Result: Passed – This bill took effect on July 1, 1999.

This law requires certain employers with state contracts executed after July 1, 2000 to pay their employees “standard rates” as determined by the Labor Commissioner under a prescribed formula.

The contract must involve at least \$50,000 and applies also to food service franchises that do business with the state. An additional provision of the bill requires employers to either pay minimum benefits to employees, or add 30% to their wages. The purpose of the bill is to raise the average wages and benefits for service employees who work for companies who do business with the state. Most of the affected employees are custodial and food service workers.

WOMEN'S HEALTH CARE

Public Act 99-79, An Act Requiring Health Insurers to Cover Prescription Birth Control (H.B. 5950)

Result: Passed - This bill became effective October 1, 1999.

This new law requires that whenever a health insurer covers prescriptions, it must also cover all FDA approved prescription contraceptive methods. The bill also has a provision which allows that a religious employer which meets a federal definition as a “qualified church-controlled organization” may purchase insurance for its employees which excludes contraceptive coverage, but must notify its employees in writing that the coverage is excluded, and may provide that coverage for its employees through another provider, at no additional cost to the employee. Another section allows an individual to request in writing and purchase an individual health insurance policy that excludes contraceptive coverage if such coverage conflicts with such person’s religious or moral beliefs. The bill passed with wide margins in both the House and Senate.

H.B. 5653, An Act Providing Health Care for Persons with Disabilities

Result: Failed

This bill would have allowed working people with disabilities whose income is at or below 250% of poverty to participate in the Medicaid program. The bill was approved by the Human Services Committee, but failed to be approved by the Appropriations Committee.

H.B. 5344, An Act Extending Health Care Benefits Under the Husky plan to Uninsured Parents and Caretaker Relatives of Husky Eligible Children

Result: Bill Failed; but expansion of the programs is included in the budget.

The original bill would have expanded coverage under HUSKY to parents and caretakers of children eligible under both HUSKY A and B, which would have included households up to 300% of poverty. Adults

in the HUSKY B category (between 185% and 300% of poverty) would have been required to pay all or part of the premium for such coverage.

The Appropriations Committee recommended, through its budget proposal, to expand HUSKY coverage to adults of children in HUSKY A. In the final budget approved by the General Assembly, a total of \$5 million over two years was approved to expand HUSKY coverage to parents and caretakers of children eligible for HUSKY A. These adults are eligible under Medicaid, so that the State will be reimbursed 50% of the total expenditure.

Public Act 99-250, An Act Providing Coverage for Smoking Cessation Under the Medicaid Program (S.B. 1160)

Result: Passed – This bill took effect July 1, 1999.

This bill allows the Commissioner of the Department of Social Services to amend the Medicaid State Plan in order to provide coverage for smoking cessation treatment and aids ordered by a physician, up to a maximum of \$400 per year per person. The bill also requires the Department of Public Health to gather and publish data about the nicotine content of tobacco products.

S.B. 46, An Act Concerning Treatment of Uninsured Breast and Cervical Cancer Victims

Result: Failed – however, a study is required by the State Department of Public Health.

This bill would have provided state funding for treatment for those uninsured women who are diagnosed with cancer through the state's Breast and Cervical Cancer Early Detection Program. Although the proposal was approved by the Public Health Committee, it failed to gain approval by the Appropriations Committee. However, in the bill that implements the budget of the Department of Public Health (H.B. 7501), Section 14 requires the Departments of Public Health, in consultation with the Department of Insurance and Social Services, to study and make recommendations by February 2000 about funding the treatment expenses for these uninsured women.

Special Act 99-9, An Act Creating an Osteoporosis Education and Awareness Advisory Council (S.B. 1250)

Result: Passed – This bill took effect upon passage.

This bill establishes Osteoporosis Advisory Council that will convene no later than January 1, 2000. The Council, appointed by the Commissioner of Public Health, consists of, but is not limited to representatives from the Department of Public Health, the Department of Social Services, the Permanent Commission on the Status of Women, consumer groups and the medical and pharmaceutical community.

The Council must establish a coordinated effort for prevention activities, including a public education campaign targeted at high-risk groups and regional annual conferences for public education. This legislation establishes this Council for two years.

VIOLENCE AGAINST WOMEN

Public Act 99-123, An Act Extending Unemployment Compensation Benefits to Domestic Violence Victims (S.B. 1162)

Result: Passed – This bill took effect October 1, 1999.

This bill allows victims of domestic violence to collect unemployment benefits if they are forced to leave their employment for their own safety or the safety of their children after making reasonable efforts to preserve the employment. The employer's unemployment compensation account will not be charged for voluntary leaving so as not to affect their unemployment insurance tax rate.

Public Act 99-186, An Act Concerning Domestic Violence and Assault of a Pregnant Person (H.B. 7093)

Result: Passed – This bill took effect October 1, 1999.

This bill strengthens the laws concerning Temporary Restraining Orders by allowing such orders to be issued in the case of violence in a dating relationship (previously, the law only authorized TRO's in instances where violence was perpetrated by a "household member" or a former household member). The new law also makes it easier for restraining orders from other states to be recognized by our law enforcement and judicial system in Connecticut. The new law also subjects anyone who assaults a pregnant woman to enhanced criminal penalties, prohibits police and the bail commissioner from releasing on a promise to appear or nonsurety bond anyone charged with committing a family violence crime by using or threatening to use a firearm, and authorizes peace officers to seize firearms when making arrests for domestic violence. Finally, the bill creates a new designation of "domestic violence assault" which is entered on the criminal record of persons who are convicted in these cases.

CIVIL RIGHTS

Public Act 99-180, An Act Concerning Diversity Training for State Employees (H.B. 5986)

Result: Passed – This bill took effect October 1, 1999.

This new law requires each state agency that employs one or more employees to provide a minimum of three hours of diversity training and education to all supervisory and nonsupervisory employees by January 1, 2001, and to all newly hired supervisory and nonsupervisory employees not later than six months after their assumption of a position with a state agency, with priority for such training to supervisory employees.

Gender Neutral Statutory Language

Result: Results achieved through administrative actions

Although no legislation was approved this year requiring the Connecticut General Statutes to be written in gender neutral language, the six leaders of the General Assembly sent a joint letter to the Legislative Commissioner's Office (LCO), thanking them for their attention to this issue and encouraging them to continue to draft all new legislation with gender neutral terms. During this session, new bills and amendments to existing statutes were drafted with gender neutral language.

FAMILY LAW

H.B. 5966, An Act Concerning Adoption and Marriage

Result: Failed

This bill would have allowed an unmarried second parent to legally adopt a child when the Probate Court and the Adoption Review Board determined that such an adoption would be in the best interests of the Child. The bill was approved by the Judiciary Committee, and also passed by a vote in the House, but was not called for a vote in the Senate.

Public Act 99-193, An Act Establishing a Fatherhood Initiative (sH.B. 6466)

Result: Passed – This bill took effect upon passage, except Sections 2, 7 and 11 took effect July 1, 1999 and Sections 5, 6, 12 and 13 took effect October 1, 1999.

This bill has two parts. First is the establishment of a Fatherhood Council convened by the Commissioner of Social Services that will develop a plan to promote the positive involvement of fathers in the lives of their children. This Council is required to submit an interim report by January 1, 2000 and a final report no later than January 1, 2001.

The second part of this bill makes technical changes to enable the Department of Social Services, Child Support Enforcement Division to enforce child support collections.

Pursuant to Connecticut General Statutes 46b-215a, Revision to the State's Child Support Guidelines

Result: New Regulations took effect August 1, 1999.

According to federal law, each state must review its Child Support Guidelines every four years for possible revision. The Connecticut Child Support Guidelines Commission met for approximately one year and recommended changes in the Guidelines. The Regulations Review Committee of the State legislature approved these recommendations. These new Guidelines went into effect August 1, 1999.

The cost sharing of childcare has been substantially revised. There is now a place on the guidelines worksheet that allows for more exact calculation and sharing of childcare expenses. There is also a new method for apportioning unreimbursed medical expenses between the

parents. The Commission also determined that gifts, prizes, lottery and gambling winnings that are received on a regularly recurring basis should be included in the parents' gross income for the purpose of determining the support award. Regularly recurring contributions or gifts of a spouse or domestic partner, on the other hand, are excluded from gross income, but may be grounds for a deviation. Additional items were identified as gross income. There was some clarification of support regarding shared physical custody. The Commission tried to clarify time spent with children before a reduction of child support can be requested. The guidelines also require child support from low-income obligors.

Talent Bank

In compliance with our statutory mandate to "promote consideration of qualified women to all levels of government positions," PCSW maintains a Talent Bank. The purpose of the Talent Bank is to address the under-representation of women on state boards, councils and commissions. In an effort to ensure that the Talent Bank listing contained the most recent and up-to-date information of its members this year, PCSW contacted each of the Talent Bank members for any adjustments to their listings.

In 1999, the Talent Bank had a total listing of 217 qualified women with diverse backgrounds and areas of expertise. This list is made available to the Governor, President Pro Tempore of the Senate, Speaker of the House, and any other governmental appointing authority for their consideration in making appointments.

In November 1999, PCSW conducted two seminars entitled "How to Be Appointed to State Boards and Commissions." The purpose of these seminars was to educate women on the steps one needs to take to determine where there are vacancies, and how one would go about applying for a vacancy. Representatives from the appointing authorities at the state level discussed the process involved in getting appointed. The seminars also featured presentations by women who had been appointed about how they were appointed. The seminar held at the State Capitol featured PCSW Commissioner Rosaida Morales-Rosario as Moderator, Kara Cicchetti of the Governor's Office, Jim Iacobellis, Esq. from the Office of House Speaker Moira K. Lyons, and Rosemary Giuliano, Esq., a member of the State Ethics Commission. The Bridgeport seminar featured PCSW Chair Barbara DeBaptiste giving greetings, PCSW Commissioner Jann-Marie Halvorsen as Moderator, Kara Cicchetti of the Governor's Office, Kristen Jacobs of the Office of Senate Pro Tempore Kevin Sullivan and Liv Brakewood, a member of the Low-Level Radioactive Waste Advisory Committee for the State of Connecticut. Over 100 women attended these very informative seminars to learn more about participating in Connecticut's state boards and commissions.



(l-r) PCSW Commissioner Rosaida Morales-Rosario, Kara Cicchetti of the Governor's Office, Rosemary Giuliano, Esq., member of the State Ethics Commission and Jim Iacobellis, Esq. of the Office of House Speaker Moira K. Lyons were presenters at the seminar "How to Get Appointed to State Boards and Commissions"

COLLABORATIONS

In 1999, the PCSW continued its collaborations with state agencies, officials and community-based groups addressing the status of women in Connecticut.

Executive Director Leslie J. Brett serves as Co-Chair of the **Citizenship Fund**, which is established by the Secretary of the State to oversee community education and civic participation regarding voting and elections.

Public Information Officer Barbara Potopowicz represents PCSW on a committee convened by the **CT Department of Public Works** to help establish the Department's internal procedures regarding set-aside contracts.

Special Projects Director Susan H. Hoover represents PCSW on the Steering Committee of the **Hartford Construction Jobs Initiative** which is concerned with ensuring that Hartford residents are employed in newly created construction jobs in the Hartford revitalization effort.

Commissioner Patricia T. Hendel serves as President of the **National Association of Commissions for Women (NACW)**, a nonpartisan membership organization founded in 1970, that is composed of regional, state, county and local commissions created by government to improve the status of women.

Executive Director Leslie J. Brett was appointed to serve on a legislative **TANF Advisory Council**.

Special Projects Director Susan H. Hoover is a member of the **Advisory Committee** for the \$9 million Federal grant to **reduce the incidence of substance abuse in adolescents**. She is co-leader of the Domain Workgroup.

Public Information Officer Barbara Potopowicz represents the PCSW on the **CT Department of Transportation's Task Force** that sets procedures to implement new regulations regarding their Disadvantaged Business Enterprise Program.

Special Projects Director Susan H. Hoover is working with the five Girl Scout Councils in the state on a comprehensive **Girls Involved in Government** project so the Girl Scouts will meet women involved in government and learn about issues that impact women and girls.

Executive Director Leslie J. Brett was appointed by State Treasurer Denise Nappier to serve on a **Task Force to study Individual Development Account Programs**.

Public Information Officer Barbara Potopowicz is a member of the **Fatherhood Initiative Task Force** convened by the CT Department of Social Services. She also serves as a group leader studying the issues of child support, visitation and custody.

Executive Director Leslie J. Brett continued to serve on the **Diversity Task Force of the Millennium Project** in Hartford. The Task Force is chaired by *Hartford Courant* Publisher Marty Petty and Sanford Cloud, Executive Director of the National Coalition for Community and Justice.

Public Information Officer Barbara Potopowicz continues to serve on the **Community Child Support Task Force** that represents the perspective of clients and providers.

Executive Director Leslie J. Brett was appointed by Representative Christopher Donovan, Co-Chair of the Labor & Public Employees Committee, to serve on a **Family & Medical Leave Task Force**.

Public Information Officer Barbara Potopowicz has a seat on the **State Employee Upward Mobility Committee** convened by the state legislature in 1982. This is coordinated by the state Department of Administrative Services.

Volunteer Deborah Flis continues her representation of PCSW on the **Child Day Care Council**.

Public Information Officer Barbara Potopowicz was appointed by Governor Rowland to serve on **The Child Support Guidelines Commission**. This Commission meets to review and make recommendations to the State Legislature regarding changes to the Guidelines.

Commissioner Patricia T. Hendel, Executive Director Leslie J. Brett and Special Projects Director Susan H. Hoover continued to meet with other commissions on women and the Region I Office of the Women's Bureau of the United States Department of Labor. The **New England Coalition of Commissions for Women** hosted a very successful National Association of Commissions for Women Annual Convention in Boston in July.

Special Projects Director Susan H. Hoover represents PCSW on the **Hartford Area Child Care Collaborative** which is a forum for business and non-profit professionals to work together on child care issues.

Public Information Officer Barbara Potopowicz provides leadership to the **Working Group on Prison Issues**, a coalition of providers and advocates who represent a variety of constituents and who have an interest in constructive ways of addressing criminal justice issues in Connecticut.

Executive Director Leslie J. Brett participates in the activities of the Women's **Health Care Forum** convened by Anthem BlueCross/BlueShield of Connecticut.

Special Projects Director Susan H. Hoover serves on the Executive Committee of the **School to Career Partnership for the North Central Region**.

Special Projects Director Susan H. Hoover and NEW Program Manager Jackie Slamon represent the PCSW on the Connecticut **Displaced Homemaker Advisory Council**.

Permanent Commission on the Status of Women
1999 Annual Report



(l-r) State Representative Chris Donovan, Co-Chair of the Family & Medical Leave Task Force, Dr. Edward Zigler, Sterling Professor of Psychology/ Director of Yale's Bush Center for Child Development and Social Policy, announce the formation of the Family & Medical Leave Task Force at a press conference with PCSW Executive Director Leslie Brett

NEW Program Manager Jackie Slamon serves on the **Joint Apprenticeship Training Directors Committee of Connecticut** to advance the role of women in the trades.

Executive Director Leslie J. Brett was appointed to serve on the **Judicial Commission on Public Trust & Confidence**.

Special Projects Director Susan H. Hoover represents PCSW on the **Osteoporosis Advisory Council**, a legislatively mandated council charged with coordinating public awareness activities that could prevent osteoporosis.

NEW Program Manager Jackie Slamon represents PCSW on the **Connecticut Alliance for Women and Girls in Education and Training**, a coalition of program operators, workforce development boards, social service agencies, advocates, educators, and state leaders dedicated to full funding of training programs for women that lead to economic independence.

Commissioner Patricia T. Hendel serves on the Advisory Committee for the **Public Health and Community Services Block Grant**.

Special Projects Director Susan H. Hoover is a member of the **Girls and Technology Network**, a broad-based coalition working to increase access to collaborative learning experiences using technology.

NEW Program Manager Jackie Slamon represents PCSW on the **State Apprenticeship Council**.

Special Projects

Coalition of New England Commissions on Women

In July, PCSW joined with the Coalition of New England Commissions on Women to host a tremendously successful annual convention of the National Association of Commissions on Women in Boston with the largest attendance ever. Women from all across the country came together for an exchange of ideas and solutions to some of the complex issues facing women. Connecticut PCSW was pleased and proud that our own Patricia T. Hendel was re-elected as President of the National Association of Commissions on Women.

Women's Health

We have continued our work on osteoporosis through participation in a work group convened by the Department of Public Health. Osteoporosis is a geriatric disease that can be prevented in childhood and adolescence. We worked to pass legislation during the 1999 General

Assembly that mandated that the Commissioner of Public Health convene an Osteoporosis Advisory Council to coordinate public awareness and prevention of osteoporosis, especially during childhood and adolescence.

We continued to work with the Department of Mental Health and Addiction Services (DMHAS) on a federal grant to reduce the incidence of substance abuse in adolescents. Special Projects Director Susan Hoover was co-leader of the workgroup that identified programs that have been rigorously evaluated and deemed successful in preventing alcohol, tobacco and drug use. PCSW's primary role is to assure that programs are gender appropriate.

Congressional District Advisory Councils (CDACs)

We held very successful meetings this year with the six Congressional District Advisory Councils convened by the PCSW. The primary topic of discussion at the Spring meetings involved legislation that was pending in the General Assembly that affected women. Workplace equity issues, covering topics such as family and medical leave, sexual harassment, and pay equity, prompted spirited discussions at the Fall meetings.

The CDACs were established in 1996 as a way for PCSW to become more aware of the issues of concern to women across the state. Members come from all backgrounds and occupations and are committed to using their leadership skills to achieve equity for women.

Girls and Technology Network

The PCSW participates in a broad-based coalition of organizations addressing the issues of technology, education and girls. The goal is to increase the numbers of Connecticut young people, especially girls, who pursue an education in technology, as well as math and science.

A September event at the Capitol that focused on Technology and Girls was well attended by the media and elected officials. The purpose was to impress policymakers with the importance of providing technology education to young people and their teachers. In addition, we are concerned about the "digital divide", a newly-coined expression that relates to the issue that girls are not using technology as much as boys are and that certain socioeconomic groups have access to technology that other groups do not have.

Equal Pay Day

April 8 was the day by which the average woman finally earned as much in 1999 as the average man did by December 31, 1998. Women earn only 74 cents on the dollar, on average, compared to men. If current wage patterns

continue, the average 25-year old female will earn \$523,000 less than the average 25-year old male over the next 40 years. Working with a coalition of organizations, we organized activities designed to draw attention to the significance of this day.

Congresswoman Rosa DeLauro addressed a press event at the Legislative Office Building and discussed the federal legislation, the Paycheck Fairness Act, she has proposed in Congress.

Girls Involved in Government

The Girls Involved in Government project co-sponsored with the five Girl Scout Councils in Connecticut, is designed to provide girls with first-hand experience to educate them about the workings of government and encourage girls to become involved in the political process. We are planning for a day at the Capitol to provide an opportunity for 200 girls to interact with key officials and leaders. PCSW is organizing the workshops with the goal of teaching the girls about issues and public policy advocacy and providing leadership development opportunities for them.

Hartford Construction Jobs Initiative

The Hartford Construction Jobs Initiative has been established to assure that Hartford residents, including women and minorities, are employed on the large construction projects that are being planned for Hartford's revitalization. Special Projects Director Susan Hoover is serving on the Steering Committee. The Project Coordinator has been employed, and Hartford residents, including women, are being recruited, trained and placed in entry level construction jobs.

Nontraditional Employment for Women Program

The Nontraditional Employment for Women (NEW) Program, funded by the CT Department of Labor, has developed a training program that prepares women to enter state registered apprenticeships and other nontraditional occupations. In addition, the program provides technical assistance to implement initiatives that make it easier for women to work in nontraditional occupations. This program is designed to meet the common goals of the PCSW and the CT DOL: To place women in nontraditional employment that will allow women to earn higher wages and support themselves and their families, to ensure equal access for women to the employment opportunities in the building trades, and to increase the percentage of female participation in the State's registered apprenticeship program.

The first PCSW Preliminary Apprenticeship Training Program accepted 30 women into the 12-week training program in January 1999.

The training program, conducted at the E. C. Goodwin Vocational-Technical School in New Britain, included training in math, trades such as electrical and plumbing, physical fitness, safety, and blueprint reading. Because employers have told us that employability skills are every bit as important as the trade-specific skills, the program included training in topics such as sexual harassment awareness and prevention, employer expectations and work ethic, problem solving and conflict resolution. In May, 26 women graduated from the program – 16 entered apprenticeships in electrical, sprinkler-fitting and elevator maintenance and repair while the others went to work in a variety of nontraditional employment such as cable installation, correction officer and machining. As the year came to an end, we were already recruiting for the second training program.



Students of PCSW's first Preliminary Apprenticeship Training Program pose for a photo at the E.C. Goodwin Vocational-Technical School in New Britain

The PCSW provides technical assistance to employers, unions, program operators, and the Regional Workforce Development Boards to strengthen partnerships that promote and increase employment and training opportunities for women throughout Connecticut. In addition, we talk to hundreds of students in high schools, vocational-technical schools, community-technical colleges, job training programs, and at job fairs. Employers often call us for referrals when seeking to hire women in the trades and nontraditional occupations.

The PCSW participates in the meetings of the Joint Apprenticeship Training Directors Committee of Connecticut and the Apprenticeship Council, and we serve as a resource for recruiting women for these opportunities. In addition, PCSW sits on the Steering Committee of the Hartford Construction Jobs Initiative to make sure that women are recruited for careers in the major construction projects about to begin in Hartford.



Firefighter Aubrey Williams (l) instructs PCSW's Rosemary Lopez (r) at the 10th Annual NTO Conference

Annual Women in the Trades and Nontraditional Occupations Conference

Over 250 women and employers attended the 10th annual conference held on April 10, 1999, at the Ramada Plaza Hotel in Meriden. When official duties prevented Acting Hartford Police Chief Deborah Barrows from delivering the lunchtime keynote address, we pulled together a panel of three women who talked about the way it was, the way it is, and the way we hope it will be in the future. "Women in Nontraditional Occupations: Past, Present and Future" was the title of the panel that featured Kathleen Wimer, Director of the Connecticut Job Corps in New Haven and a long-time advocate for women in nontraditional occupations, Lt. Katherine Perez, Commander of the Hartford Police Department's Youth and Family Services Division, and Korina Fort, who was a participant in the Pre-Apprenticeship Training Program and is now an elevator mechanic apprentice with Otis Elevator.



PCSW Commissioner Tanya Meck delivers the Lunchtime Keynote Address at the 10th Annual Women in the Trade's Conference

The Career Fair provided a wide variety of opportunities – apprenticeships, technology, protective services, and state and federal agencies all participated. The annual conference is funded by donations from government agencies, businesses, unions and interested persons. Women who are employed in the trades, protective services, engineering, technology, and manufacturing find this conference to be an excellent opportunity for networking and education. In addition, women who are seeking or providing training or employment in nontraditional occupations find the conference to be informative and supportive. A special track for entrepreneurs is another key feature of this conference.

Public Information

Section 46-4a of the Connecticut General Statutes requires that the Commission “inform leaders of business, education, state and local government and the communications media of the nature and scope of sex discrimination with a view toward enlisting their support in working toward improvement.”

In 1999 our major effort to enhance our external communication was the continued growth and development of our website. In addition to basic information, we have special pages regarding legislative issues, the Connecticut Women’s Health Campaign, WEDI, our women owned business project, Connecticut Women’s Agenda, women in the trades and nontraditional occupations and women’s prison issues. We post our special events, list our Commission members with a short biography of each and have a section where we post information we share with the press. We also provide links to other organization sites, both in Connecticut and nationally. Our webaddress is www.cga.state.ct.us/PCSW/

We sponsored the 5th Annual Making Women Visible press conference held jointly with the Connecticut Women’s Agenda on January 20, 1999 at which we released the 1999 edition of *Facts About the Status of Women in Connecticut*. This edition highlighted information about older women.

Some of our findings included:

Life expectancy in the United States has hit an all-time high. Life expectancy for American women is 79.6 years. As the size of the “baby-boom” generation (those born between 1946 and 1964) starts reaching retirement age in 2011, the size of the elderly population (ages 65 and over) is projected to increase substantially in all states. Compared with the United States as

a whole, Connecticut will continue to have a slightly larger proportion of women over the age of 65 and a higher ratio of women to men.

Older women are more likely than older men to live alone. 42% of all women age 65 and over lived alone compared to only 16% of men that age.

Nearly 40% of older women living alone were poor (23%) or near-poor (15%) in 1996, compared to about one-fourth of older men living alone (13% poor, 11% near-poor).

Women tend to earn less, live longer and have fewer years in the workforce than men. On average, women receive Social Security benefits that are only three-fourths the size of men's benefits. Additionally, women are about half as likely than men to have a pension, and even when they do, the amount is generally half as much.

Sixty-five percent of all women in Connecticut are employed full-time and 28.9% are employed part-time. Women make up a growing share of the older labor force (55 years and over), rising from 23% in 1950 to 55% in 1993.

Osteoporosis, an age-related debilitating disorder, is a significant cause of bone fractures in postmenopausal women. Women who have fractured a hip have a 25% higher mortality rate in the first year after their hip fracture.

We published one edition of our newsletter, PCSW News, and distributed approximately 7,500 copies to legislators, the business community, advocates for women's issues, the press and the women and men interested in the work of our Commission.

In 1999, PCSW provided Sexual Harassment Prevention Training to 1,630 state employees. Training was provided at no cost to the employees of Legislative Management, the state Comptroller, the Attorney General's office, the Secretary of the State, CT Department of Labor, CT State Library, CT Board of Parole, CT State Lottery, CT Department of Mental Retardation, CT Department of Consumer Protection and the Apprenticeship Training Class at E.C. Goodwin.

The eleventh edition of *A Directory of Women's Organizations in Connecticut* was published. This publication is a statewide, comprehensive list of women's organizations with over 500 entries.

The PCSW was further able to reach the public through broadcasts on the Connecticut Television Network (CTN) a public access television network based at the CT State Legislature. CTN covered the educational vignettes of *CT Women Entrepreneurs' Day*, the activities of *Take Our Daughters to Work Day* and the PCSW forum *How To Get Elected to State Boards and Commissions*.

We answered 930 press calls, conducted 76 radio interviews and appeared on 16 cable TV shows. We organized and partnered to present 24 press conferences on current issues affecting the status of women. As always, the PCSW is proud to share our expertise on issues such as the economic status of women, welfare, domestic violence, voting, women's health, incarcerated women and legislative issues that affect women.

Publications

Annual Legislative Summary

Annual Report

PCSW Brochures:

Who We Are and What We Do (in English and Spanish)

The PCSW Talent Bank

The PCSW Internship Program

The Women's Economic Development Initiative

A Directory of Women's Organizations in Connecticut

Facts About the Status of Women in Connecticut

FACTS UPDATE 1997, 1998 and 1999 editions

PCSW Newsletter

Pregnancy, Family & Medical Leave in Connecticut (Joint publication with the CT Women's Education and Legal Fund)

Sexual Harassment Prevention Training Consultants

Fact Sheets on the Status of Women

Nontraditional Jobs for Women: A Resource Guide for Counselors and Women in Connecticut

Nontraditional Occupations Information Packet

Speakers Bureau

Through our Speakers Bureau, Commissioners and Staff spoke at 79 events for the following organizations:

Rocky Hill, Infoline – Enfield, CT Works – Greenwich, YWCA – Willimantic, CT Works – Enfield, CT Department of Labor – Norwich, National Association of Women in Construction – West Hartford, Elmwood Senior Center – New Haven, Central CT State University – Hartford, Capitol Community Technical College – East Hartford, FDIC – Greenwich, Bi-Cultural Day School – Hartford, University of Hartford – Danbury, National Council of Jewish Women – Waterbury, Department of Social Services – Windsor, US Department of Agriculture – North Haven, Gateway Community College – Storrs, University of Connecticut – Bridgeport, Department of Social Services – Bridgeport, WEZN Radio – Norwalk, Department of Social Services –

Norwalk, Cablevision – Fairfield, WSHU Radio/Fairfield University – West Hartford, Fox Institute of Business – Groton, Panel Film by Groton Cable TV – Hartford, University of Hartford – Rocky Hill, Civil Rights Section of CT Bar – Meriden, CT American Association of University Women State Convention – Hartford, Hartford College for Women – New Britain, City of New Britain – Torrington, Susan B. Anthony Project – Hartford, South African Graduate Students – Hartford, International Rotary Group Members – Hartford, Opening of Photo Display/” The Faces of Poverty” – New Britain, YWCA – Hartford, Pathways – Derby, Griffin Hospital – Ledyard, Eastern Seaboard Apprenticeship – New Britain, Attain Program – North Haven, Planned Parenthood – Wethersfield, Department of Labor – Hartford, USIA Forum – Southbury, League of Women Voters – New Haven, Women’s Campaign School at Yale – Hartford, Secretary of the State’s Office – Boston, National Association of Commissions for Women Convention – Niantic, York Correctional Institution – Seattle, Center for Policy Alternatives Grassroots Leadership – Hartford, Office of the State Comptroller – Fairfield, Fairfield Network of Executive Women – Norwich, Eastern CT Chamber of Commerce – Hartford, Hartford College for Women – Sandy Hook, Newtown BPW – Hartford, Women’s Group from China – Washington DC, Paths Out of Poverty Conference – Torrington, Department of Labor – New London, Hadassah – Norwich, Eastern CT Chamber of Commerce – Hartford, Women’s Group from Hungary – New York, National Advisory Board on Hospital Mergers – Enfield, Department of Labor – Danbury, Women’s Danbury Federal Correction Institution – New Britain, Central CT State University – Hartford, Co-Opportunity – Cheshire, League of Women Voters – Farmington, Ms. Porter’s School – Farmington, Hartford Courant Annual Conference – Bridgeport, American Association of University Women – Niantic, Niantic Women’s Prison – Stamford, Women in Management – Hartford, Community Renewal Team – Marlborough, Girl Scout Troop – Torrington, Department of Public Health – New Haven, Women’s Campaign School at Yale – Torrington, Susan B. Anthony Project

Requests for Information and Assistance

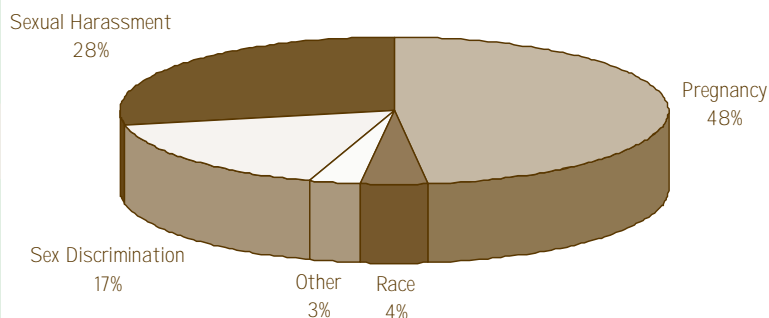
PCSW received a total of 1,054 requests for information or assistance in 1999. The majority of these requests were from individual members of the general public. We also received requests for information from legislators, employers, attorneys, state agencies, organizations and the media. Of the callers, 39% requested information about pregnancy discrimination and family and medical leaves. Twenty (20%) requested information and assistance regarding sexual harassment. Callers requesting information about nontraditional occupations accounted for 16% . Eight percent (8%) of the callers requested information regarding women owned businesses and 17% requested other information.

Materials Distributed

The PCSW distributes educational booklets, fact sheets and other materials to callers requesting information, as well as at conferences, workshops and other events. In 1999, we distributed 1,154 copies of educational literature in response to telephone inquiries. In addition, we distributed 85,654 pieces of educational literature at workshops and speaking engagements around the state.

Agency Newsletter	7,990
PCSW Brochures	6,652
1999 FACTS Update	1,654
Facts About the Status of Women 96/97/98	875
General PCSW Information	11,500
Annual Report	2,543
A Directory of Women's Organizations in CT	2,500
Pregnancy, Family & Medical Leave Act Booklet	3,504
Nontraditional Occupations material	4,872
Continuing Progress of CT Women	7
Legislative Information	5,500
Fact Sheets	9,728
Women Owned Business Information	1,538
Miscellaneous Sexual Harassment Materials	1,945
Women in the Trades and Nontraditional Occupations Conference Registration Brochures	20,000
CT Women Entrepreneurs Day Registration Brochures	6,000

Requests for Formal Complaint Assistance



The PCSW is mandated to receive complaints of sex discrimination and assist complainants in filing formal charges with the Connecticut Commission on Human Rights and Opportunities (CHRO).

In 1999, we received 102 requests for formal complaint assistance. Of those calls, 31 resulted in formal complaints filed with the CHRO.

Most of the inquiries about formal complaints concerned sexual harassment discrimination and pregnancy discrimination. The breakdown is illustrated in the chart above:

BUDGET

JULY 1, 1998 TO JUNE 30, 1999

Item	FY 99 Adjusted	FY 99 Actual Appropriation
Personal Services	358,660	342,076
Other Expenses	113,800	90,121*
Equipment	250	0
AGENCY TOTAL	472,710	432,197*

Carry Forward to FY00
20,000* special funds carried forward

OTHER INCOME:

CT Department of Labor "NEW TWO" grant	107,640
Conference & Events	17,500
Congressional District Advisory Council Meetings	1,500
Entrepreneurial Day	500
TOTAL OTHER INCOME	127,140

Supporters

We are grateful to these state agencies, corporations and individuals whose donations made it possible to conduct PCSW projects and programs:

US Small Business Administration, AFL-CIO, BankBoston, People's Bank - Women's Business Center, Connecticut Department of Labor, Connecticut Department of Transportation, BankBoston, Aaliyah and Richard Blade, Connecticut Department of Correction, Jo Ann Trucking, Joint Apprenticeship and Training Directors Committee of Connecticut, Konover & Associates, Inc., Mather Corporation, National Association of Women in Construction (Norwich-New London Chapter #291), O&G Industries, Pomfret's Laborer Training Academy, SNET, Star Construction Corporation, STV Incorporated, Suntech, Tilcon Connecticut, United Technologies Corporation, Woman Magazine, U.S. Department of Labor, Women's Bureau, Otis Elevator, Office of the Comptroller, Eastern Connecticut State University, Connecticut College, Fairfield University, Southern Connecticut State University, Duracell, Connecticut State University Central Office, Clough, Harbour & Associates, Connecticut Department of Environmental Protection, Legacy Management Group, Connecticut Department of Public Works, Yale University School of Medicine, Greenwich YWCA, Danbury Job Center, Northwest Connecticut Community-Technical College

PCSW Commissioners

Barbara DeBaptiste, Chair of the Permanent Commission on the Status of Women, was appointed to the Commission in 1995 by President Pro Tempore of the Senate M. Adela Eads. She is a former Vice Chair of PCSW and she also chaired the Legislative Committee. Ms. DeBaptiste serves as Chair of the Advisory Council in the 5th Congressional District and is a newly elected At-Large member of the National Association of Commissions for Women (NACW). Ms. DeBaptiste is a Trustee for the Long Wharf Theater and the Klingberg Family Centers, and is a founding member and Honorary Chairperson of Covenant to Care, Inc. She founded the Connecticut Council of Black Student Professionals and the Political Awareness Program. She is a Past National President of the National Coalition of 100 Black Women and is a founder and State President of the Coalition's CT Chapter. She is a Director of the National Black United Fund. She is an appointed member of the Department of Labor's Advisory Council on Displaced Homemakers and a Member-at-Large for the CT Federation of Business and Professional Women. For the past three years, she has served as the Assistant District Governor for District 7980 Rotary International and was selected as a facilitator for the Northeast Multi-District Presidents-Elect Training Seminar in Nashua, New Hampshire.

Cindy R. Slane, Vice Chair of the Commission and Chair of the Legislative Committee, was appointed to the Commission in 1996 by Governor John G. Rowland. A former high school humanities teacher, she is a graduate of Douglass College and Yale Law School. She was a member of the trial department at Day, Berry & Howard before joining the faculty at Quinnipiac College School of Law, where she is now an Assistant Professor of clinical law and Director of Field Placement Programs. Professor Slane is admitted to practice in the State of Connecticut, the State of New York, and before the United States Supreme Court. She is a member of the Connecticut Bar Association, the American Bar Association, the Clinical Legal Education Association, the Federal Bar Council, and serves on the Connecticut Bar Association Committee on Professional Ethics and the State of Connecticut Legal Internship Committee.

Ann M. Clark, Secretary of the Commission, was appointed to the Commission in 1997 by former Speaker of the House of Representatives Thomas D. Ritter. Ms. Clark is a member of the Commission's Public Information/Talent Bank Committee. She holds a Bachelor of Arts degree, with distinction in the field of Government, from Connecticut College and a Juris Doctor degree from New York University School of Law. After graduating law school, Ms. Clark joined the Hartford firm of Day, Berry & Howard as a Corporate Associate. Ms. Clark has served the Connecticut General Assembly since 1993 having first worked in the office of former Speaker of the House Thomas D. Ritter. Ms. Clark was promoted to the position of Permanent Assistant Clerk of the Connecticut House of Representatives in December of 1993. Ms. Clark is a member of the American Society of Legislative Clerks and Secretaries. She currently serves the Society as Chair of the Support Staff Committee and as a member of the Program Development Committee. She has been an appointed member of the Connecticut State Library Board since 1993 and since 1998 serves as Chair.

Jann-Marie Halvorsen, Treasurer, was appointed to the Commission in 1996 by Senate President Pro Tempore M. Adela Eads. She serves as Chair of the 4th Congressional District Advisory Council, is a member of PCSW's Executive Committee and also serves on the Special Projects Committee. Ms. Halvorsen received her BA degree in German and Philosophy from Wellesley College with honors, and her MBA in Finance and Public Management from Stanford University's Graduate School of Business. Ms. Halvorsen is President and Founder of the Middlebury Group, a strategic management and consulting firm. Prior to starting her own firm, she was Vice President for the Gartner Group, an international information technology research and advisory company, where she founded a financial strategies service for corporate and government clients in both the US and Europe and received industry awards and international recognition for her work in the high technology leasing industry. She has published research in the areas of downsizing, global-

ization and strategic change. Ms. Halvorsen is on the Board of Directors of the Waterbury Symphony Orchestra and is a member of the Greater Waterbury Chamber of Commerce.

Marcia A. Cavanaugh was appointed to the Commission in 1998 by Governor John G. Rowland. Ms. Cavanaugh is currently a First Vice President with New Haven Savings Bank. She is an alumna of Bay Path College and the Williams College School of Banking. Currently she serves on the President's Advisory Counsel of Bay Path College as well as on the Development Committee of Gaylord Hospital. She is a past President and member of the New Haven Kiwanis Club and is on the Board of Governors for the Quinnipiac Club. Ms. Cavanaugh is Director in Perpetuity of the New Haven Colony Historical Society, past President and Executive Director of Connecticut Estate and Tax Planning Council, as well as a member of the Advisory Board of the Women's Seamen's Friend Society of CT, Inc. Ms. Cavanaugh serves on PCSW's Public Information/Talent Bank Committee.

Anne R. Fornabi was appointed to the Commission in 1997 by Speaker of the House Thomas D. Ritter. Ms. Fornabi received her IIMC certification from Salve Regina College. She is the retired Town Clerk for East Hartford. She is a Justice of the Peace, Notary Public, Special Assistant Registrar and a Connecticut Certified Election Official. Ms. Fornabi has served on the Connecticut Federation of Democratic Women's Clubs and has been a delegate to the Democratic State Convention. She also serves in various capacities in the National Federation of Democratic Women. She was first Vice President of the State Democratic Women's Club section of the East Hartford First District Democratic Town Committee. Ms. Fornabi serves on PCSW's Nominating Committee and Special Projects Committee and Special Projects Committee.

Karen L. Giblin was appointed in 1996 by Governor John G. Rowland. She is the President of Prime Plus, Inc. which provides menopause management education programs and services throughout the country. Ms. Giblin has received the National Organization for Women's Elizabeth Blackwell Award for her commitment to the health of women. Prior to founding Prime Plus, Inc., Ms. Giblin served three terms as a Selectperson in the town of Ridgefield.

Patricia T. Hendel was appointed to the Commission by Governor William A. O'Neill in 1986, reappointed in 1991 by Governor Lowell P. Weicker, Jr. and reappointed again in 1996 by Speaker of the House Thomas D. Ritter. A resident of New London, she is a former State Representative from the 40th District (New London and Groton). Ms. Hendel is President of the National Association of Commissions for Women (NACW), a nonpartisan organization composed of state, regional, county and local commissions throughout the United States, Puerto Rico and the Virgin Islands. Previously, she was Executive Director of H.O.P.E., Inc., an organization devoted to providing affordable housing to low and moderate income persons. Ms. Hendel has a Bachelor's degree from Barnard College and a Master's degree from Connecticut College where she majored in economics, with an emphasis on public finance. Ms. Hendel's activities have included the League of Women Voters, the New London Public Library and the United Way. She has served as Chair, Vice Chair, and Treasurer of the Commission and currently serves on the PCSW Legislative Committee and is Chair of the Nominating Committee.

Sarah E. McGirr was appointed to serve on the Commission in 1985 by Speaker of the House R.E. Van Norstrand. She was reappointed by Speaker of the House Richard Balducci in 1990, reappointed in 1992 by Governor Lowell P. Weicker, Jr. and reappointed once again in 1997 by Governor John G. Rowland. She is a past State President of the Connecticut Federation of Business and Professional Women. She was a delegate to the White House Conference on Small Business in 1986, and reactivated and chaired the Connecticut Small Business Advisory Council for five years.

She chaired the Disadvantaged and Women-Owned Business Enterprise Certification Panel for the Connecticut Department of Transportation and served for four years on the panel. Ms. McGirr is the Managing Member of Renaissance Limited Liability Company. She is a public member of the Connecticut Medical Examiners Board. Ms. McGirr is listed in the *World's Who's Who of Women* and *Who's Who of American Women*. She is a former chair of the PCSW and currently chairs the Special Projects Committee.

Tanya Meck was appointed to the Commission in 1998 by Senate President Pro Tempore Kevin Sullivan. Ms. Meck is currently Assistant Secretary of the State of Connecticut. Prior to her work for the Secretary of the State's office, Ms. Meck worked as the Director of Development for the Connecticut Women's Education and Legal Fund (CWEALF). Ms. Meck is a Phi Beta Kappa and Summa Cum Laude graduate of Drew University where she was also an All-American athlete. She received her Master's Degree in Public Policy Studies from Trinity College. Ms. Meck is a member of Connecticut Public Television's Strategic Development Committee, Chairperson of the Drew University Alumni Connecticut Chapter, a tutor for ConnectiKIDS and a high school field hockey official. Ms. Meck serves on the PCSW Legislative Committee.

Rosaida Morales-Rosario was appointed to the Commission in 1993 by Senate President Pro Tempore John B. Larson and reappointed in 1998 by Senate President Pro Tempore Kevin Sullivan. She received her Bachelor of Arts degree from Wesleyan University, a Graduate Fellowship from the Institute on Educational Policy, Washington, D.C., and a National Hispana Leadership Institute Fellowship to the JFK School of Harvard University and the Center for Creative Leadership. She is the President of Rosario and Associates, and was previously National Executive Vice President of the National Puerto Rican Forum. She serves as Vice Chair of the Hartford Foundation for Public Giving. Her board memberships have included the Greater Hartford United Way, the Greater Hartford AIDS Fund and the Governor's Commission on Employment and Training. Ms. Rosario is the Chair of the PCSW Public Information/Talent Bank Committee, a member of the Nominating Committee and Chair of the Advisory Council in the 6th Congressional District.

George Schatzki was appointed in 1990 by Governor William A. O'Neill, and reappointed in 1994 by Governor Lowell P. Weicker, Jr. He is a professor of law at the University of Connecticut School of Law. He was the Dean of the Law School from 1984-1990. Prior to that, he served as Dean of the University of Washington School of Law. A graduate of Harvard Law School, Professor Schatzki served for many years as an arbitrator in contractual disputes between employers and unions. He has published extensively and is widely recognized as an expert in labor issues. Professor Schatzki also served on the PCSW Legislative Committee. He resigned in May of 1999 when he relocated to the state of Arizona.

Carmen I. Sierra was first appointed to the Commission in 1993 and again in 1998 by Speaker of the House Thomas D. Ritter. Ms. Sierra received a BS in Management/Human Resources from Central Connecticut State University and a Master's degree in Public Administration from the University of Hartford. Ms. Sierra is a member of the Democratic State Central Committee, Chair of the Puerto Rican Forum, Board Member on the Capitol Region Workforce Development Board, Board of the Southend Democratic Ladies Club and the Hartford Infant Mortality Board. She worked with Congresswoman Barbara Kennelly for more than five years in the Hartford office, and was the Executive Assistant to State Comptroller Nancy Wyman. She serves on PCSW's Special Projects Committee and is Chair of the Advisory Council for the 1st Congressional District.